

AdvanceSheet

A newsletter published by Oregon Women Lawyers

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The OSB Ad Hoc Committee's Recommendations for BALANCING FAMILY & CAREER IN THE 1990s

In our first *AdvanceSheet* (Fall 1989), we reported that the OSB Board of Governors had adopted an Oregon Women Lawyers' resolution calling attention to the difficult problem of balancing a legal career with family obligations. At that time, the OSB Board of Governors appointed an ad hoc committee to study the issue and report its recommendations in the early summer of 1990. That committee, chaired by Portland Attorney, Jeffrey L. Rogers, recently presented its findings to a crowded first meeting of Oregon Women Lawyers' Working Parents Forum. At its August 1990 meeting, the OSB Board of Governors enthusiastically adopted the ad hoc committee's recommendations and, in so doing, placed Oregon in a position to provide important leadership to other state bars that are grappling with the same problem.

In this *AdvanceSheet*, we applaud the OSB for making the family-career issue a top priority for 1989-90 and take pleasure in presenting the OSB committee's conclusions.

A DELICATE BALANCING ACT

Just how delicate the lawyer's career-family balancing act *is* became clear as the ad hoc committee surveyed evidence from a broad range of sources, including written reports, studies by management consultants and child-development specialists, model benefits policies drafted in



Nell Hoffman Bonaparte, Helen Dzivba, and Sylvia Stevens discuss one of the points raised at the first OWLS Working Parents Forum. (Photo by Dan Carter)

other jurisdictions, and the experience of committee members, who represented practices ranging from small city partnerships to very large firms and government and judicial offices.

The ad hoc committee found that while many

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NEW OFFICERS AND DIRECTORS ELECTED

At the recent annual meeting of Oregon Women Lawyers, **Agnes Sowle** was elected president, succeeding Katherine H. O'Neil, who so skillfully guided us through our first two years.

Other officers include Vice Presidents **Kathryn S. Augustson** (Portland), **Agnes M. Petersen** (Columbia County), and **Sharon R. Smith** (Eugene); Recording Secretary **Kathleen Jones**; Corporate Secretary **Shirley A. Bass**; and Treasurer **Diane Polscer**.

Newly elected board members include The Hon. Ann Aiken (*Lane County*), Marilyn R. Bishop (*Queen's Bench*), Diana L. Craine (*Clackamas County*), Marge Garrow (*Deschutes County*), Armonica Marie Gilford (*Multnomah County*), Pamela Stebbeds Knowles (*Multnomah County*), Kathryn M. Olney (*Multnomah County*), Rebecca G. Orf (*Jackson County*), Suzanne C. Pickgrobe (*Multnomah County*), Juli Point and Nancy Cook (*Coos County*), Andrea Redding (*Lewis and Clark Law School*), Sarah Ruth Rosenberg (*Multnomah County*), Jolie Russo (*Multnomah County*), Janice L. Schurman (*Marion County*), Janyse Snow (*Clatsop County*), and Patricia Sullivan (*Malheur County*).

President's Message

It's hard to believe that just two years ago, at the annual OSB meeting in Eugene, the founders of Oregon Women Lawyers met to share hopes and aspirations for an exciting new statewide organization. At that time we set several lofty goals: (1) promote equal rights and opportunities for women in the legal profession and in the justice system; (2) promote full participation by women in the organized bar and in the legislative and judicial branches of government; (3) provide opportunities for women in the legal profession to support and educate one another; (4) improve the quality and image of the legal profession in the state; and (5) actively promote equality and fair treatment of all people in the legal profession and in society.

Under the apt leadership of Katherine O'Neil, we have taken our first steps toward attaining these goals. In two years we have organized and supported many programs, seminars, and workshops aimed at helping Oregon attorneys and judges achieve those goals. We have also seen our membership grow from 65 to over 600 women and men, including attorneys, judges, law students, and members of the public. To help make it all happen, Katherine has generously offered her skill, vision, time, and energy.

I am proud to have been selected to take the baton from Katherine and am delighted to have the opportunity to serve this exciting organization and to promote its programs.

One that is especially deserving of our attention is the mentoring program, which began because several women law students approached Oregon Women Lawyers last year and asked that a such a program be developed to help them learn those facets of the profession that aren't covered in the classroom.

Oregon Women Lawyers responded by implementing a program that would link established women attorneys with women law students. Such an approach, we felt, could provide an entry point into the workings of the profession and help

women make intelligent, informed choices about their career.

Surveys have indicated that many successful people had been "taken under the wing" of another, who showed them the ropes, guided them through successful experiences, and supported them through the not-so-successful ones.

Kathryn Ricciardelli, chair of the mentor program committee, has given an incredible amount of time and energy to get the program started. She is being helped by Elizabeth Stockdale in Salem and Sharon Smith, Lori Holland, and Cynthia Carlson in Eugene. They have begun to implement the program for Willamette University College of Law and the University of Oregon Law School by gathering women attorneys willing to act as mentors and by contacting first-year women students at both schools. The turnout of students desiring mentors has been astounding, with many men students, as well as women, asking for our help. However, we are holding off extending the program to second- and third-year students until we have enough mentors to offer.

Andrea Redding is helping Kathryn at Lewis and Clark Law School, where we had hoped to offer the mentor program this fall. Unfortunately, however, Kathryn has not yet been able to enlist enough attorney/mentors to get the program going in Portland.

The mentor program affords us the opportunity to give back some of what the profession has given us. As mentors, we can coach, guide, teach, instruct, open doors, sponsor, and provide role models. Each one of us has something to share with a student, a sharing that can take place in a format convenient to our busy schedules.

This is a vital program for Oregon Women Lawyers—one that will work only if large numbers of members get behind it. Therefore, I ask you to offer to be a mentor by calling Kathryn Ricciardelli at 291-5225 or me at 228-8448.

It is my personal goal to work to make the practice of law more humane. Building a strong and valuable mentor program is just one of Oregon Women Lawyers' goals that I look forward to promoting in the next two years. It is the perfect example of how this organization can respond to a specific need expressed by its members. I also hope to support a membership outreach that

gives every woman attorney in Oregon the opportunity to describe the types of programs we can develop to meet her needs—that can afford her the opportunity to give to, and benefit from, Oregon Women Lawyers.

I look forward to the next two years!

Katherine O'Neil Honored

Outgoing Oregon Women Lawyers President Katherine H. O'Neil has been receiving awards right and left lately! Each year the OSB



Board of Governors honors members who have given outstanding service to the legal profession and to the public. At this year's annual bar meeting, Katherine was selected for a member service award, which was presented during the Friday Awards Luncheon on October 5. Oregon Women Lawyers is very proud of Katherine and congratulates her on her achievement.

Katherine was also honored at the Annual OWLs Bar Breakfast with a rousing tribute by Ruth Spetter, the presentation of an engraved Ollefors vase, and a standing ovation from the overflow crowd attending the breakfast.

Said Spetter of O'Neil's leadership of our organization, "Katherine has given this group instant credibility, both because of the dignity she brought to the job and because of her standing in the community," adding, "Katherine has been willing to risk making people in power uncomfortable, and she has done it with style and grace. She has been willing to put her reputation on the line."

In response, the outgoing president said, "It's easy to put yourself on the line when you have 600 women and men behind you. I've never done anything in my life I've enjoyed more."

BALANCING FAMILY & CAREER IN THE 1990s

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lawyers—both men and women—reported dissatisfaction with a profession that leaves little time for family life, few were willing to be the first to request changes in their firms' policies. It is a profession in which much has been said about problems and little about solutions. As the OSB report pointed out:

Many attorneys seem to be waiting for someone else...to make the first move...The attorneys who are interested in work alternatives hesitate, due to lack of information and concerns about career advancement, to raise the issue. Their employers and partners, as a consequence, do not perceive their concerns. Because of societal attitudes, many men attorneys may be even more hesitant than women attorneys to speak up. Some who do request alternatives are met with a long list of perceived problems, although often those objecting have never tried the requested arrangement.

For too many, the result is a stalemate. Attorneys struggling with this issue are afraid to propose alternatives, and many in a position to encourage change perceive little reason to do so. While the stalemate continues, stress and dissatisfaction are increasing, and talented attorneys are leaving the profession at a disconcerting rate.

So urgent is the problem, the committee found, that "firms and other legal employers must provide the types of options discussed in this report or risk losing the ability to attract and retain the best attorneys."

The danger to firms lies in the inability to measure the costs of failing to provide such options as parental leave, flexible work arrangements, and adequate child care.

First is the cost of not attracting top candidates, who will increasingly judge firms by their farsightedness where employee benefits programs are concerned. (Half of all law school enrollees, it was noted, are now women.)

Second is the cost of lawyer turnover, including the time and money needed to recruit, train, and integrate new as-

sociates into the office staff.

Consequently, the committee recommended that "all employers of attorneys:

1. Ensure that the values and policies of the office include support for attorneys combining family and career.
2. Consider concerns of spouses when developing and implementing family-related policies."

PARENTAL LEAVE

Noting the importance of early parent-child bonding in building family stability and acknowledging the stress that fills the weeks following a birth or adoption, the committee offered some highly specific advice concerning parental leave policies that firms might consider.

First, the report notes, Oregon state law requires employers of 25 or more individuals to provide 12 weeks of parental leave to any employee who has been on the payroll for at least 90 days immediately preceding the leave and who gives 30 days written notice.

While acknowledging the concerns of some law firms—that (a) 30 days notice may be inadequate in the legal profession, (b) lawyers on leave may need

to remain "on call," and (c) some employees may see parental leaves as evidence of favoritism—the OSB committee found the problems of parental leave to be "no greater than those presented by vacations, sabbaticals, or extended illness, and the reasons for parental leave...at least as compelling as those for vacations and sabbaticals."

The report also acknowledged the special problems faced by small firms (which are not required by law to provide parental leaves but should do so anyway). The committee urged these firms to plan carefully, noting that "with proper planning, a prospective new parent attorney can plan trial dates and regulate new case intake in a way that minimizes the problem."

Another solution for small firms is "partial" or "flexible" leaves (not taken all at one time), during which the attorney could agree to be "on call."

Where economic considerations are concerned, small firms may have to combine parental leave with vacation, sick, or sabbatical leave time or even

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BALANCING FAMILY & CAREER IN THE 1990s

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take unpaid leave. Parental leaves may also need to involve a pledge to return to work, with a provision that any unearned leave time (sick, annual, or sabbatical) be repaid if the commitment to return cannot be kept.

"Interestingly," the report adds, "lawyer firms who blanch at providing new parent leave often would not hesitate to consider catastrophic health leave to a valued employee for an equivalent time. From a management point of view, there is no substantive difference."

In presenting its recommendations for a model parental leave policy, the committee adopted a model policy crafted by the Multnomah Bar Association at the urging of that body's Committee on the Status of Women. The OSB report contains the following recommendation:

that all employers of attorneys enact written parental leave policies which provide leaves at least as long as those recommended by the Multnomah Bar Association. . . . The policies should explicitly provide that parental leave shall not affect opportunity for promotion or partnership, nor shall it affect fringe benefits accrual or seniority, nor shall it affect the duties or responsibilities of the employee upon return from leave.

The Multnomah Bar's policy allows leaves for both men and women. It provides two weeks paid leave for women immediately before the ex-

pected delivery date and offers post-birth benefits to either parent—benefits that are keyed to length of employment:

- three years or more—twelve weeks paid leave and twelve weeks unpaid;
- two to three years—eight weeks paid leave and sixteen weeks unpaid;
- one to two years—four weeks paid leave and twenty weeks unpaid;
- Less than one year—a prorated leave.

FLEXIBLE, PART-TIME, AND ALTERNATIVE WORK ARRANGEMENTS

Recognizing that parents must often care for sick children, manage school and health-care visits, and take care of other family matters during working hours, the OSB report urges employers to "be flexible." Some parents may be able to put in full work weeks, while needing the freedom to take time off when family responsibilities require. Others may wish to work part time, or two lawyers may want to share one job.

Less familiar than these flexible situations is the "alternative work arrangement," which does not slavishly follow the partner-associate model of most private law firms but allows the hiring of contract attorneys, permanent or senior associates, and non-equity partners.

The committee report acknowledges issues of fairness that arise in flexible work arrangements—equitable contribution to overhead, access to benefits, availability to clients, and colleague resentment. However, the committee notes, firms that already offer flexible arrangements have solved many of these problems—real or perceived. And, the committee adds, computers networked to the office, portable telephones, and fax machines can now be used to help keep lawyers in touch with clients and their firms.

Moreover, says the committee, law firms need to reconsider their traditional "up-or-out" system of promotion and, for example, be willing to retain senior associates "in a capacity other than partner." Likewise, "a partner should be able to request consideration for a non-equity position and to return to an equity position as circumstances change. . . . Flexibility, again, is the key."

Firms should also see contract, career associate, or staff attorney positions as offering a way to retain specialists on a permanent basis. (Career associates work on salary but have limited contact with clients and perform narrow functions.)



Portland City Attorney Jeff Rogers chats with Barbara Fishleder, director of loss prevention for the PLF.

The committee ends its discussion of flexible work arrangements by recommending that all employers in the legal profession:

- make every reasonable effort to allow attorneys to work flexible hours, and approve part-time work in accordance with the policy below;
- be receptive to considering proposals for non-equity arrangements as alternatives to partnership; and
- enact a written policy on part-time work substantially similar to that drafted by the Philadelphia Bar Association.

CHILD CARE

Finding quality day care for children is still one of the greatest challenges working parents face. In assessing the part law firms can play in helping attorneys cope with the problem, and thus reduce absenteeism, the OSB committee recommends the following process:

- First, appoint a child-care task force to examine the issues and recommend child-care policies and programs for the firm. (In a small firm, one person can do the needs assessment.)
- Second, have the task force begin by pinpointing the firm's objective for considering child-care programs—for example, enhance recruitment, reduce absenteeism, lower turnover, attract women into the firm, or promote a more positive public image.
- Third, have the task force conduct a survey to determine employees' needs and preferences—preferably by using

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Stephen L. Griffith was another Working Parents Forum speaker.

a written questionnaire. The report contains sample surveys (also available from Oregon Women Lawyers).

The report goes on to outline several programs now available to employers.

■ **The Dependent Care Assistance Program.** Established by the federal Economic Recovery Act of 1981, this program allows an employer to establish child-care services as a fringe benefit that is not included in the employee's taxable income. Such a program, which must qualify under Section 129 of the Internal Revenue Code, can take the form of a company-sponsored child-care center, a subsidy for any child care chosen by the employee, or payment of a portion of child-care costs at selected providers.

■ **Dependent Care Assistance Program Through Salary Reduction.** Through this program, the employer and employee agree to reduce wages by a certain amount, which is then placed in a Dependent Care Assistance Program for the employee. The amount set aside is tax free to the employee, and the employer saves because no social security, unemployment insurance, or payroll taxes are paid on the amount in question. The employer pays only the cost of setting up the program in accordance with IRC Section 125 guidelines. The maximum that can be set aside per employee is \$5,000.

■ **Employer Tax Credit for Dependent Care Assistance.** For taxable years ending on January 1, 1992, the state of Oregon allows a tax credit to employ-

ers who provide: (1) direct dependent-care assistance, (2) information and referral services that help employees find suitable dependent care; or (3) a child-care facility for employees—either individually or with other employers.

For employers, the tax credit for dependent-care assistance results in a double savings (the state allows a credit of up to \$2,500 per employee for costs picked up by the employer).

Those offering information and referral service get credits of up to 50 percent of costs incurred. And those who provide a child-care facility are eligible for credits equal to 50 percent of acquisition, construction, renovation, or improvement costs, or \$2,500 per full-time equivalent employee up to \$100,000—whichever is the smaller amount.

■ **Reimbursement for Costs of In-home Care for Sick Children.** Because few child-care programs can accommodate children who are ill, working parents must either stay at home or hire someone to stay at home with a sick child. Some firms reimburse employees for up to \$50 a day and allow employees to use their sick leave to care for dependents. Each day the reimbursement is claimed is counted as a sick day.

The committee recommends that law firms of all sizes conduct surveys of their employees' child-care needs and develop policies, based on a consideration of all the programs listed above.

WHAT INDIVIDUAL LAWYERS AND JUDGES CAN DO

Obviously, the most carefully crafted programs cannot work unless members of the profession extend professional courtesy to those who need flexibility to attend to family responsibilities. With cooperation, schedules can be set to accommodate lawyer/parents, judges can be sensitive to the changing times and to the importance of good parenting in building a healthy community, and colleagues in a firm can cooperate to adjust work loads when that is necessary. Also it must be remembered that many parents will *never* request non-traditional work arrangements, but will ask only that they be able to be home in time for dinner or that they not have to cancel their weekend plans to handle a backlog at the office.

In this area the committee recommends that "members of the Bar and the

Committee on Legal Ethics be conscious of opportunities to request and develop guidance, in the form of opinions, on (a) a lawyer's authority to grant scheduling requests and other accommodations of an opposing party or counsel without consulting the lawyer's client, and (b) a lawyer's options when directed by the lawyer's client to pursue harsh procedures or to insist on neutral procedures leading to a harsh result, in dealing with the family needs of opposing counsel."

The committee also recommends that in an adversary proceeding, the lawyer, judge, and attorneys responsible for assigning work agree to a reasonable scheduling request that will compromise neither the client nor the effective administration of justice.

In addition, the committee urges those with family responsibilities to "have the courage to raise those responsibilities as a factor to be taken into consideration in developing law firm workloads, lawsuit timetables, and legal careers."

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BALANCING FAMILY & CAREER IN THE 1990s

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WHAT LAW SCHOOLS CAN DO

In addition to being in a position to teach progressive attitudes, law schools can also serve as model employers, supporting students in their efforts to combine family and school and to lead balanced lives.

In addition, the committee recommends that law schools:

- require all recruiting firms to provide complete written information about their policies concerning flexible work arrangements, dependent care benefits, and parental leave;
- have their placement offices collect similar information from all major potential employers of their graduates and identify any employers who decline to provide such information;
- collect and disseminate to students information from graduates about their experiences in combining family and career;
- allow students to take parental leaves, make up exams that are missed due to family emergencies, provide students with information about dependent care, help provide quality child-care facilities, allow faculty members to have flexible work arrangements, and sponsor seminars and other programs that help students learn about opportunities to combine career and family.

WHAT THE PFL CAN DO

The committee recognizes the fine work the PLF has done in developing a loss-prevention program related to

substance abuse and urges the organization to broaden its assistance to lawyers who are facing difficulties as they try to balance family and career.

The Committee recommends that the PLF: (1) sponsor or co-sponsor at least one seminar a year on the subject; (2) employ at least one person with expertise in this area to provide counseling and other services; (3) include this area in future goal statements and work plans; and (4) consider reducing its assessment for lawyers who choose to work fewer hours so that they can take care of family responsibilities.

WHAT THE OREGON STATE BAR CAN DO

In addition to the work the state bar has already done in setting up the Ad Hoc Committee on Combining Family and Career and giving the subject top priority, the organization is in a unique position to continue promoting balance in the lives of Oregon lawyers. The committee recommends that the Board of Governors:

- assign or hire a staff person to help bar members take advantage of opportunities to combine family and career;
- create a resource library on the subject;
- run a regular column on the subject in one of the bar publications;
- create a standing committee on Balancing Family and Career and include on other committees lawyers who are using non-traditional work arrangements to meet family obligations;
- be a model employer and recognize the family and child-care needs and expenses of lawyers serving on committees; and
- provide child care at committee meetings and major bar functions, perhaps at a reduced cost.

FLEXIBILITY IS THE KEY!

Time and time again, the ad hoc committee's report urges flexibility as the best way to help lawyers balance their career and family obligations without having to fear retribution from their employers. Oregon Women Lawyers couldn't agree more and looks forward to dramatic improvements in employers' policies over the coming months and years.

Far from benefitting only a few in the profession, flexibility in the practice of

At the August 21 Working Parents Forum, the Ad Hoc Committee on Combining Family and Career presented its report to Oregon Women Lawyers. Among the remarks made by the speakers were the following:

Jeffrey L. Rogers

"This is not a women's issue. If we are to succeed, it must be a lawyers' issue."

"The OSB has published the entire report in For the Record and in the annual reports. . . . The September/October issue of the bar magazine will concern family and career. The ABA is coming out with a similar issue soon. The momentum is moving in that direction."

"Women [who work part time] risk being seen as not serious about being a lawyer. Men risk being seen as not being serious about being a man."

"The issue is how do we build nurturing into society?"

Stephen L. Griffith

"The state of affairs now is a circle of silence. It's very unfortunate. Employers are not aware of the desire of other lawyers to include family considerations. . . . We must engage in a discourse."

The Hon. Ellen F. Rosenblum

"The board of governors has said that this is the best written report they have ever received. Credit to Steve Griffith and Jeff Rogers. Jeff Rogers and Kristine Olson Rogers shared one job at the U. S. Attorney's office. They were pioneers. As city attorney, Jeff allows flexible arrangements. Steve donated the service of his law firm to prepare the report. He was the first man at Stoel Rives to take parental leave."

law in Oregon will serve as a model to other professions and to our profession in other states. Ultimately, the benefits will accrue to society as a whole, for family life will be allowed to resume its proper place in the fabric of our daily lives—without sacrificing careers and losing valuable talent.

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SURVEY FOR SPRING CONFERENCE

Our April 6, 1991 Spring Conference will include a workshop on **Coping with Sexual and Racial Harassment in the Legal Workplace**. We ask each of our readers to answer the four questions below and return the answers to Oregon Women Lawyers, P.O. Box 40393, Portland, Oregon 97240, no later than **November 15, 1990!** The survey is confidential and can be detached from the membership form below. We don't need your name unless you would like to hear from us later. Thank you for taking the time to respond. Feel free to name names. We will not give names when we use examples submitted.

1. During the time that you have worked in the legal community, have you ever received unwanted sexual attention from a person of the opposite sex who was superior to you in the job hierarchy?

☐ Never ☐ A few times ☐ Many times

Please describe the incident(s): _____

2. During the time that you've worked in the legal community, has a person above you in the hierarchy disparaged or affronted you or discriminated against you because of your race or ethnic origins?

☐ Never ☐ A few times ☐ Many times

Please describe the incident(s): _____

3. If you answered yes to either 1 or 2, were you able to respond in a manner which was effective in stopping the other person's conduct without harming yourself?

☐ Never ☐ A few times ☐ Many times

Survey continues on opposite side 



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Application & Renewal

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Mail To: **Oregon Women Lawyers** P.O. Box 40393 Portland, Oregon 97240

Please indicate what you did that worked effectively: _____

4. This/these situations occurred in

(a) large, private firm: ☐ A few times ☐ Many times Date(s): _____

(b) small, private firm: ☐ A few times ☐ Many times Date(s): _____

(c) public agency/workplace: ☐ A few times ☐ Many times Date(s): _____

(d) Courtroom setting: ☐ A few times ☐ Many times Date(s): _____

If a confidential support group were available to provide for exchange of information, ideas and feelings about past and present sexual or racial harassment in the legal workplace, would you be interested in joining?

☐ Yes, definitely ☐ Yes, maybe ☐ No

Please give suggestions for our spring conference workshop content and for such a support group

Please include this information about yourself

Gender: ☐ Male ☐ Female Race or ethnic origin: _____

Age: _____ County of practice: _____

*Please remember to respond by **November 15, 1990** so we may include your information in our CLE handout and use your ideas in our workshops. Please use an extra sheet of paper if you have details that would be helpful. You can call Diane Rynerson, 235-8716 if you have questions.*



Portland child-care specialists Nancy Bragdon and Aphra Katzev have written a comprehensive guide for parents seeking quality child care for youngsters of all ages. Their *Child-care Solutions: A Parents' Guide to Finding Child Care You Can Trust* was recently published by Avon Books and is currently being distributed throughout the United States and Canada.

Around Oregon

- **Central Oregon Women Lawyers** holds informal lunch meetings in Bend the second Friday of each month. For details, call Marge Garrow (382-3736).
- **Corvallis Women Lawyers** meets with other women professionals each Thursday noon to discuss topics of mutual interest (currently career satisfaction and burnout). For details, call Gretchen Morris (754-1411).
- In **Klamath Falls** an informal group of women lawyers meets occasionally for lunch. For more information, call Karla Knieps (884-7728).
- **Lane County Women Lawyers Association** holds brownbag lunch meetings each month (except summer). Next meeting: November 28, noon, at Oregon Electric Station with Lane County Women CPAs. Lane County Women Lawyers also has an active mentoring program with the University of Oregon Law School's Women's Law Forum. For information, call Sharon Smith (686-8511).
- **Lincoln County Recipe Club** includes women attorneys and other OWLs members in Lincoln County, who meet alternate Tuesdays at 5:30 p.m. at the Newport Hotel to discuss "recipes" for social change and personal and professional growth. Members are also active in the Lincoln County Bar Association. For the next meeting date, call Bernice Barnett in the district attorney's office.
- **The Mary Leonard Law Society** in **Salem** holds a lunch meeting the second Wednesday of each month (except August). For meeting places and other information, call Elizabeth Stockdale (378-4620).
- **The Multnomah County Bar Association Committee on the Status of Women and Minorities** meets monthly. For details, call Diane Polscer (228-6351).
- **Queen's Bench** in **Portland** meets at 11:45 a.m. on the second Tuesday of the month at the Hilton International Club and holds business meetings on the fourth Thursday at 11:45 a.m. in the Standard Plaza Cafeteria, Room B (1100 S. W. Sixth Avenue). The November 13 speaker is Stevie Remington of the ACLU, who will discuss "Civil Liberties in the 90s: On the Cutting Edge of the Law." December 11 marks the group's annual luncheon honoring women judges. For information, call Marilyn Bishop (248-2902).
- **Women Lawyers of Southern Oregon** meets informally as a support group. For information, call Colette Boehmer (779-7552) or Helen Althaus (488-1159).

COMING EVENTS

- **Communications Workshop: Preparing and Presenting a CLE** (overflow date), November 2—Katherine O'Neil
- **Dealing With Difficult People**, November 17—Kathryn Olney
- **Social Focus Group**, November 28, noon at the Merchant Cafe, 900 SW Fifth Avenue, Portland
- **Career Skills: Interviewing and Making the Lateral Move**, January 1991—Diane Rynerson (contact)
- **National Conference of Women's Bar Associations, Mid-Year Meeting**, February 8 and 9, Seattle, co-sponsored by OWLS—Nell Hoffman Bonaparte (contact)
- **Alternative Dispute Primer: Mediation, Negotiation, and Arbitration**, February—The Hon. Kristena LaMar (chair)
- **Winter Conference, University of Oregon Women's Law Forum: Status of Women in Law in Oregon**, February 23, 1991—call 346-3883
- **Career Skills Workshop: Moving Ahead in State and Local Bar Associations**, March—Kathryn Augustson (chair)
- **Board Retreat**, March, Mt. Bachelor Village in Deschutes County—Diane Rynerson (contact)
- **1991 Spring Conference III: Jumping the Hurdles II**, April 6—Katherine H. O'Neil (chair)

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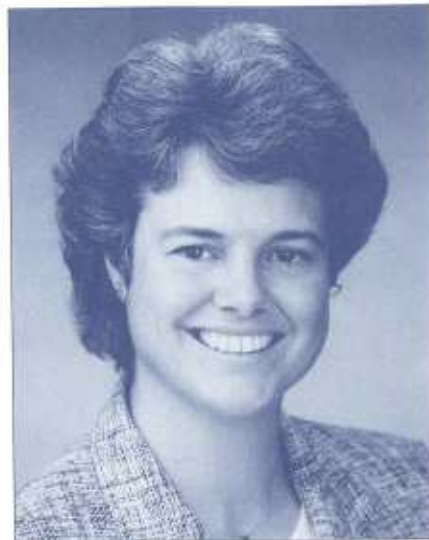
Two Women Elected to the OSB Board of Governors

Congratulations to Oregon Women Lawyers member **Gayle L. Troutwine** and to **Julie E. Frantz**, who recently won seats on the OSB Board of Governors. Troutwine began her campaign at Oregon Women Lawyers' 1990 spring conference and ran, in part, as an OWLS member. A graduate of Northwest Missouri State University and the University of Missouri Kansas City School of Law, Troutwine is a partner in Williams, Troutwine & Bowersox, P. C. in Portland. In addition to her law practice, Troutwine has written a number of law-related articles and made numerous presentations at professional seminars. She has also served as education director for the Oregon Trial Lawyers Association (1989-90) and has co-chaired the National L-Tryptophan Litigation Group (which is affiliated with the Association of Trial Lawyers of America). Gayle currently edits the L-Tryptophan Litigation Group newsletter.



Gayle L. Troutwine

Julie Frantz of Portland is a partner in Schulte, Anderson, DeFrancq, Downes & Carter, P. C. After graduating from the Northwestern School of Law of Lewis and Clark College, Frantz worked as a trial attorney and as a supervisor/assistant director in the Metropolitan Public Defender's office. Frantz's profes-



Julie E. Frantz

sional activities include chairing the Oregon Law Foundation (1989-90) and the MBA Judicial Selection Committee (1990); serving as secretary of the Economics of Law Practice Committee (1989-90) and the MBA Continuing Legal Education Committee (1989-90); and serving on the board of the state public defender. She has also been a speaker at many professional meetings.

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Women's Law & Public Policy Fellowship, Georgetown University Law Center

This one-year fellowship program offers the opportunity to work in Washington, D. C., on national issues related to women. To apply, contact:

Judy Wolf, Administrative Director
600 New Jersey Avenue, N. W.
Washington, D. C. 20001
(202) 662-0640

There's still time to register for COMMUNICATION SKILLS WORKSHOP: DEALING WITH DIFFICULT PEOPLE
Saturday, November 17, 1990
9:00 a.m. to 1:00 p.m.

12th Floor Conference Room of Lloyd Tower,
825 N. E. Multnomah Street, Portland

Registration fee: \$40 members
\$50 non-members
Call Kathryn Olney, 239-3698

Take Notice!

OWLS to Help Present NCWBA Meeting. OWLS has agreed to help Washington Women Lawyers put on the National Conference of Women's Bar Associations' February 1991 meeting, scheduled for February 8 and 9 (a Friday and Saturday) in Seattle. Several OWLS board members plan to attend, and we hope other members will join them. Katherine O'Neil was elected as the first representative of the Pacific Northwest on the NCWBA board. For more information about the meeting, call Nell Bonaparte (224-9723).



Planning Under Way for Jumping the Hurdles II. Plans for our third spring conference, Jumping the Hurdles II, are shaping up nicely. The spring conference will be held April 6, 1991 at the Northwestern School of Law of Lewis and Clark College and will feature keynoters **Barbara Roberts** (whose appearance is confirmed pending unforeseen scheduling conflicts) and **Karen Berger Morello**, author of *The Invisible Bar*.

Panels will include:

- **The Cowboy and the Law: Bounds of Zealous Representation**—Susan Grabe, chair;
- **Breaking the Silence: Sexual Harassment in the Legal Work Place**—Sybil Barrier, chair;
- **Legal Sages: Pioneer Women Attorneys**—Agnes Petersen, chair, and Karen Berger Morello, moderator;
- **The Citizen Lawyer: The Role of the Professional in the Community**—Debra Kronenberg, chair.

Workshops will be offered on:

- **Co-dependency in the Legal Work Place**—co-chaired by Nancy Walseth and Nina Robart, with Kim Crnich;
- **Coping With Sexual, Racial, and Ethnic Harassment in the Legal Work Place**—chaired by Diana Craine, with assistance from Kathleen Sadaat, director of affirmative action for the state of Oregon.

OWLS Members Run for Office

As election day approaches, watch for Oregon Women Lawyers members who are running for office. They include (based on information sent to OWLS):

LISA NAITO, Democratic candidate for state representative from District 15, and an associate in the firm of Preston, Thorgrimson, Ellis & Holman. She is a former prosecutor with the Multnomah County District Attorney's office, a board member of People Against Nuclear Dumping at Hanford, and an active member of the community. Her particular interests as a candidate include community involvement in reducing crime, drug and alcohol rehabilitation programs, environmental protection, stable and adequate funding for education, property tax reduction, and abortion rights.

SENATOR JOYCE COHEN, Democratic candidate for Senate District 13. She has twice been elected to the Oregon Senate and twice to the House of Representatives. In 1989 she became chair of the powerful Senate Judiciary Committee. Senator Cohen is also a long-time environmental advocate and supports access to health care for all Oregonians.

ROXANNE B. OSBORNE, candidate for re-election as Klamath County district court judge. She has also served as pro tempore circuit court judge, as chief deputy district attorney for Klamath County, and as president of the Klamath County Bar Association, as well as being active in community social service and youth organizations.

JANE VAN DYKE, candidate for PUD commissioner in Clark County, Washington. She has served for six years in that capacity, is past president of the Western Washington PUD Association, and brings to her office degrees in environmental studies and in law.



Lisa Naito

Senator Joyce Cohen

Roxanne Osborne

OWLS Contract Attorney Referral Service Proves Popular. Sarah Rosenberg reports that 17 attorneys have expressed interest in a new OWLS service that would make firms aware of lawyers who want to do contract work. The service will be a real boon to those who want to work flexible hours while raising small children.

If you wish to be listed, call Sarah at 281-5302. The availability of OWLS contract lawyers is advertised in upcoming OSB publications.

Stress Reduction Help Available. Kay Porter, who was featured at our 1990 spring conference, has developed a guided visualization that can be a great help in reducing stress. The visualization is too long to reproduce here, but

Diane Rynerson would be happy to send you a copy. Call Diane at 235-8716, or write her c/o Oregon Women Lawyers, P. O. Box 40393, Portland, OR 97240.

1991 Dues Structure Set. In the brief time since Oregon Women Lawyers was formed, the organization has become involved in numerous activities and services—far beyond anything the founding members could have anticipated. To support these programs, the OWLS board has voted to revise the bylaws to adjust the dues structure for the coming year. In 1991, dues will be:

- \$45 for member law graduates;
- \$15 for law students;
- \$25 for out-of-state residents, those with low incomes, and non-lawyers.

Continued on page 10

Take Notice!

Continued from page 9

Law School Mentoring Program Proves Popular. Kathryn Ricciardelli has distributed letters to students at all three Oregon law schools describing the new OWLS mentoring program. Already nearly 200 students have expressed interest!

Kathryn anticipates that mentors will find their experience extremely useful to the profession, as well as personally satisfying. With a time commitment of only 1-2 hours a month, this is one volunteer activity that's actually manageable! If you're interested in participating, call Kathryn at 364-8488.

Inexpensive Disability Insurance Offered to Members. The OWLS board has voted to obtain inexpensive disability insurance for OWLS members through the Paul Revere Insurance Company. The company offers OWLS members several advantages:

- a 15 percent discount from the standard rate;
- a favorable definition of "disabled" (the ability to work as an attorney is considered rather than the ability to work at any occupation);
- the ability to lock in premiums at the initial age-rated assessment.

To obtain information about the Paul Revere policy, please call Sam Augspurger at 249-8299.

Minority Lawyers Group Forms. At the recent OSB Convention, the first step was taken to form an Oregon Minority

Lawyers Association. Spearheading the effort were Ernest E. Estes, president of the Association of Oregon Black Lawyers, Cristina P. Sanz, Jeff Millner, and Lee Coleman.

In preparation for the meeting, the organizers sent questionnaires (patterned on an OWLS questionnaire) to the approximately 200 minority lawyers who work in Oregon. Speakers at the first meeting included the Hon. **Edwin Peterson**, chief justice of the Oregon Supreme Court; **Peggy Nagae Lum**, a long-time advocate of a minority lawyers' organization; and **Corky Lai**, of the OWLS board.

For more information about the organization, call Cristina Sanz in Eugene (342-6056) or Ernest Estes in Portland (230-4201).

News From the Courthouse—Grant for Training Mediators Received. The courts of the Fourth Judicial District (for Multnomah County) have been awarded a \$40,000 grant from the State Justice Institute, to be used for training mediators and trainers of mediators. The courts' goal is to train 100 mediators, as well as 25 trainers, who will be expected to train mediators for other courts in Oregon. Present plans (subject to SJI approval) are to hold 30-hour training sessions for 25 people at a time—on four consecutive Saturdays. The first session will probably begin in January 1991, with tuition set at between \$75 and \$100. Because of the grant, some scholarships may also be available.

Circuit Court Judge Kristena A. LaMar is chairing an advisory committee to plan and implement this project, with vendors allowed approximately six weeks (after October 1) to respond.

This exciting project is the first of its kind in Oregon and one of the first in the nation. It will provide a state-of-the-art curriculum and training materials, which can be made available for other courts to use.

If you are interested in participating in the project, either as a vendor or as a trainee, please contact Joe Olexa, project director, at 248-3750, or OWLS member Shannon Stewart, project coordinator, at 248-3318.

Welcome to Dean Misner. Oregon Women Lawyers extends a special

welcome to new member Dean Robert L. Misner of the Willamette University College of Law. We welcome his interest in our organization and look forward to working with him on future projects.

District Court Historical Society Offers Special Program. Members of Oregon Women Lawyers are cordially invited to attend the annual meeting of the U. S. District Court of Oregon Historical Society, Thursday, November 15, at the Oregon Art Institute. The event, which includes a no-host cocktail hour and a dinner, features a panel of prominent judges speaking about three intriguing cases they have tried. Speakers include U. S. Court of Appeals Judge **Edward Leavy** discussing the Rajneesh Case; Senior U. S. Court of Appeals Judge **Otto R. Scopil** on the Armsbury Fugitive Harboring Case; and U. S. District Court Judge **James A. Redden** on the Multnomah County Jail Cases.

Tickets to the event are \$40. For reservations, please call Barbara Hall at 228-8476 no later than November 9.

OWLS Invited to Get Together Socially the Last Wednesday of Every Month. Interested in getting together with other OWLS without conducting official business? Then join us at The Merchant Cafe, Standard Insurance Center, 900 S. W. Fifth Avenue, 12:00 noon on Wednesday, October 31.

If you think that's a great way to take a break, make it a habit! We'll continue to meet informally on the last Wednesday of every month except December—same time, same place. Lunch is cafeteria style. See you there!

Network Formed to Assist Businesswomen in Golf. According to the newly formed Business Women's Golf Network, headquartered in Jupiter, Florida, 41 percent of the nation's 2 million golfers are women—many of them businesswomen. The Network is geared to women who are serious golfers and who consider golf to be an important asset in business.

Though a recent media release from the organization does not emphasize an activist stance, a great deal of work will be needed to open private golf clubs to women, who are prohibited from joining many of them.

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Annual Meeting Sets Goals for the 90s

Planning for the 90s was the theme for this year's Oregon Women Lawyers Bar Breakfast, where a panel of women from a wide variety of practice settings spoke of their goals for the future.

Their desires for the coming decade included:

- a four-day work week,
- more flexibility in the expectations firms have about their employees' work arrangements,
- greater recognition of employees nonprofessional goals,
- greater promotion opportunities for women,
- greater ethnic participation in the profession,
- reforms in the criminal justice system,
- greater attention to child-abuse prevention programs,
- greater respect within the profession for public interest law,
- more emphasis on "poor people's law" in law schools,
- more willingness to exploit women's perceived advantages (such as compassion and the capacity for hard work),
- a greater number of women judges,
- available and affordable child care within the profession, and
- a four-fold increase in the size of Oregon Women Lawyers.

Speakers included Cynthia A. Barrett (moderator), Gretchen Morris, Sharon Smith, Kathryn Olney, Kathy Graham, Ora Hart, Lisa Naito, Pat Sullivan, Gale Patterson, Diana Craine, Judy Snyder, The Hon. Nely Johnson and Pamela Stebbeds Knowles.

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Deborah Goldberg
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CHILDCARE POSITION WANTED. Law professional on sabbatical with toddler will do child care for one toddler in your home full time or part time. Have own transportation. Prefer Portland metro southwest. Telephone: Elizabeth Jamison, days, 636-2988.

GO FOR BAROQUE. Portland Baroque Orchestra, the Northwest's nationally recognized baroque ensemble, invites OWLS members to interview for PBO's expanded board. Variety of assignments available. Contact Bill Crane, general manager, 224-7908, or board member Mary Egan, 228-2141.

APPELLATE SPECIALISTS. Toby Graff and Katherine O'Neil, both AV-rated by Martindale-Hubbell, appellate specialists with experience in state and federal appellate courts, handle civil appeals on referral. Contact Toby, 222-4545.

CONTRACT ATTORNEYS. Remember OWLS contract attorneys for your temporary overloads. Full range of specialties. For further information, contact Sarah Rosenberg, 281-5302.

NANNY-SHARING ARRANGEMENT. We are expecting our first child in November and would like to share a non-smoking experienced "nanny" with another family. Our home is in the Metzger area (between Tigard and Multnomah) and we would like to share child care with a family that lives close to our home or the Lake Oswego/Lake Grove/ Tualatin area. Full-time care needed beginning around January. Prefer child-care situation where care provider is looking after two, maximum three children. If you are interested, please contact Barbara Fishleder, 639-6911 (w) or 244-9997 (h). Please pass this along to your interested friends.

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